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13-19 May 1990

APPROVAL OF THE DRAFT STATUTES AND REGULATIONS OF THE UNITED NATIONS AFRICAN INSTITUTE FOR THE PREVENTION OF CRIME AND THE TREATMENT OF OFFENDERS (UNAFRI)

[illegible]

[illegible] rights

[illegible] rights and privileges in any case involving a staff member in part of his official duties shall be vested in the Institute.

[illegible]

[illegible]

[illegible]

CHAPTER VIII

SEPARATION FROM SERVICE

Article 1

Separation

Separation from naval service may result from:

(b) An affected staff member within the professional category, including the Director will be given three months notice or three months salary in lieu thereof;

(c) An affected staff member within the general service category will be given one month's notice or one month's salary in lieu thereof;

(d) In lieu of the notice period, the organs of the Institute mentioned under (a) above may authorize, in accordance with the prescribed terms and conditions, and following consultation with the Appointment Board, compensation calculated on the basis of the salary and emoluments the staff member would be entitled to at his/her separation from service had it occurred at the end of the normal notice period;

(e) No staff member shall be dismissed until a Disciplinary Board, set up for the purpose, has examined the matter, given its opinion and submitted a report.

Article 32

Material and other requirements

In case of resignation or separation in a way that staff members shall be required to reimburse the Institute in full for any expenditures as well as financial loss or material damage suffered as a result of negligence or of their having violated any Staff Rules and Regulations, or other administrative instructions.

Article 33

Repatriation

In conformity with the relevant provisions referred to in the present Statute, staff members shall not receive the benefits of the Institute unless they are of other than the nationality of the country in which they are employed (Article 60). In exceptional circumstances only, in the case of an expatriate staff member, the Director may recommend to the Governing Board the extension of service of not more than one year, provided that the Medical Board certifies the staff member as fit.

Article 34

Payment to dependents of deceased staff member

In the event of death of a staff member, his nominated dependents shall receive:

(i) Any grant due to the deceased staff member at the date of death;

(ii) Any payment in respect of leave accrued by the deceased.

All other entitlements, such privileges and fringe benefits enjoyed by the staff member shall cease as from the date of his/her death with the exception of passages as specified in Article 37 (c) and return travel expenses in respect of his/her dependents.

CHAPTER IX

DISCIPLINARY MEASURES AND PROCEDURES

Article 40

Disciplinary measures

(a) For the purpose of this rule, disciplinary measures that could be taken against a staff member found guilty of misconduct shall include the following:

(i) Warning or reprimand;

(ii) Deferment of annual increments;

(iii) Suspension for duty with or without salary;

(iv) Demotion;

(v) Dismissal.

(b) Disciplinary measures are subject to prior approval of the Governing Board in respect of the Executive, professional staff, and of the Director in respect of General Service staff;

(c) An action of misconduct by the Director as defined in these Rules of Regulations shall be reported to the Chairman of the Governing Board who shall carry out an investigation through a disciplinary board to determine the extent of guilt of the staff member and recommend to the Governing Board the appropriate disciplinary measures to be taken;

(d) An action of misconduct by any other professional staff of the Centre shall be reported to the Director who shall, after investigation through a Disciplinary Board to determine the extent of guilt of such a staff member and recommend to the Chairman of the Board any appropriate disciplinary measures to be taken;

(e) An action of misconduct by a general service staff of the Centre shall be reported to the Director who shall carry out an investigation through a disciplinary Board to determine the extent of guilt of such a staff member and take any appropriate disciplinary measures.

Article 41

Right of defence

(a) During an investigation by the disciplinary board, an employee charged with misconduct shall be entitled to defend himself before the Disciplinary Board.

(b) If any witnesses are called to give evidence before the disciplinary Board, the staff member shall be entitled to be present to cross-examine such witnesses.

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Staff V

General Service Staff [illegible] 7,280 7,532 7,840 8,113 8,344 8,630 8,918 9,206 9,492 9,800
VI Class

Senior General Service
Staff [illegible] 8,540 8,840 9,100 9,360 9,620 9,880 10,140 10,400 10,660 10,920

Annex V

DEPENDENCY ALLOWANCE

Spouse allowance: [illegible]

Children allowance: [illegible] per child under 18 years of age, subject to a maximum of 4 children

ANNEX VI

TRAVEL AND LUGGAGE ENTITLEMENTS

At the time of initial engagement, the internationally-recruited employee and his/her dependents up to a maximum of six (6) children are entitled to:

(a) 50 kilos of non-accompanied luggage per person;

(b) 30 kilos of excess luggage per person.

Home leave

(a) 50 kilos of accompanied luggage per person;

(b) 30 kilos excess luggage per person.